

Environmental Policy

October 2024

Minimising our environmental impact, Ricardo has considered the impacts on the environment of its services, product, and the activities we undertake to assist clients to comply with ever-increasing environmental demands and to minimise the environmental impact of their own services, operations and products.

The responsibility for compliance sits with the Chief Executive supported by the Group Director of Sustainability, Quality Risk and Operations and is delivered via the Business Unit Managing Directors and their relevant teams.

As an environmentally sustainable organisation, Ricardo's principal environmental commitments are to:

- Deliver products and services to our clients which support our mission “Creating a world fit for the future”.
- Consider the impact of climate change and the use of energy in our operations as part of our planning.
- Comply with all applicable environmental legislation, codes of practice, regulatory controls and business requirements.
- Evaluate risks before undertaking new activities or operating in new locations.
- Minimise pollution or nuisance that may be caused by our activities.
- Protect local habitats and ecosystems that can be affected at Ricardo facilities where physically possible.
- Use energy and natural resources efficiently and to reduce underlying consumption where possible. Monitor energy/utility use and find ways to reduce usage.
- Encourage the reduction in CO2 emissions incurred from employees travelling on Ricardo business.
- Minimise the generation of emissions and waste, disposing of according to local and national rules and regulations.
- Identify significant environmental aspects and related impacts affecting our facilities and changes to products, processes, materials when business decisions are made.
- Continually improve our environmental and energy performance through the setting and review of realistic and achievable objectives.
- Provide appropriate resources for the implementation of this policy in line with the context of the global business.
- Publish targets and report performance in our annual Report and Accounts (from 2020).
- Continue to externally verify our greenhouse gas emissions reporting.
- Work with relevant interested parties/stakeholders to implement this policy.
- Verify conformity to the requirements of ISO14001 at our main facilities.
- Verify our energy management processes to the requirements of ISO50001.
- Encourage our suppliers and their supply chains to adopt similar environmental commitments, but to ensure they meet any local or national environmental legislation.

This policy is implemented at each Ricardo facility through our management systems. Changes to this policy shall be driven by audit results, changing circumstances and the commitment to continual improvement. Staff awareness of this policy is ensured by providing appropriate training and communications.

**Raising a Concern**

Any concerns should be reported to Ricardo via email to ethics@ricardo.com which will be reviewed by Ricardo General Counsel, or reported via the independent external Navex system (country numbers provided) [EthicsPoint - Ricardo Plc](#) which will be managed by the independent Risk Committee.

Any stakeholder that 'Speaks Up', will be treated, without retribution, about any concerns. We will not tolerate retaliation or reprisal against any employees, suppliers, or other stakeholders for reporting suspected violations of this policy. Ricardo may suspend or terminate its contract with the individual or company and disclose the matter as deemed appropriate to the relevant authorities.

Policy Review

This policy is reviewed on an annual basis. It is available on Ricardo's website and intranet. If there are amendments to the applicable legislation or regulatory requirements, the policy will be amended to reflect these to ensure the policy is fit for purpose and remains effective.

Graham Ritchie

A handwritten signature in black ink, appearing to read 'G. Ritchie', with a small flourish at the end.

Chief Executive Officer